

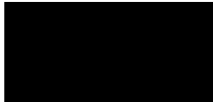
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DIARY NOTES

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DD/S



17 October 1961

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1. [REDACTED] buzzed to say that the Director had noticed that there were no senior people in attendance at his meeting with the University Consultants yesterday, that is, no one senior except Emmett Echols, and he felt that General Cabell should speak to these people also. I contacted General Cabell who said that he was too tied up and could not accept the invitation at this late date.

2. Jim Garrison telephoned to remind me that he had money in the Fiscal Year 1962 Budget to purchase a medium-priced sedan and queried whether he should go ahead and order one. I told him to wait until the new Director was on duty and then we could ascertain his transportation desires.

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3. The Director called and expressed his desire to use the new USIB Conference Room at the new building for the USIB Meeting on Thursday, 19 October. I made arrangements with [REDACTED] for the people to be received and escorted to the Conference Room.

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4. [REDACTED] buzzed to say that the DD/S Area would have the opportunity to brief Mr. McCone on the twenty-sixth of October and requested that I submit a proposed agenda to the Director at the earliest possible date.

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5. [REDACTED] telephoned to inquire about the status of certain requests for releases from the Reserve. I told him that it was my understanding that the Bureau of the Budget had agreed to release the \$5 million for the first six months of the WH Project and that they had also released the approximately [REDACTED] Mission in [REDACTED]. With regard to some [REDACTED] dependents and \$ [REDACTED] I told him that it was my understanding that no formal request for these amounts had gone to the Bureau yet; I asked him to get in touch with Ed Saunders and work out the details. I also spoke to Ed and asked him to get together with Tracy as soon as possible and assist in the preparation of the necessary papers.

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6. Mr. [REDACTED] who replaced [REDACTED] as Chief of the Industrial Contract Audit Division, was up for a brief interview. He appeared to be a very solid citizen and capable of carrying on this job in an efficient manner. I have approved of Ed Saunders' request to promote him to grade GS-15.

7. I sat in for an hour today with the University Consultants at a meeting over which Emmett Echols presided. His questions were intended to solicit ways and means by which we might improve our recruiting effort.

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a. It was clear to me from the discussion that this group felt that we were reasonably competitive insofar as beginning salaries were concerned. This led to a further discussion as to whether a guaranteed rate of promotion such as that which the Military has--so many months as a Second Lieutenant, so many months as a First Lieutenant, etc.--would be in order for our Junior Officer Trainee Program. There were one or two of the Consultants who thought that this might be a good idea; however, it was clear that the great majority thought this was not necessary and, in fact, undesirable. They seemed to feel that all these young men, especially the ones we were after, felt that they were capable of competing with almost anybody and that if we should put ⁱⁿ this kind of a guarantee ~~in~~ it would smack of humdrum Civil Service with promotion without regard for merit, etc. I was convinced that this probably was not a good idea.

b. The question of employing some undergraduates during a summer program was suggested and Emmett told them of our unfortunate experience with a trial on this with three Princeton boys a couple of summers ago. The gist of it was that it was almost impossible for us to expose them to the kind of work which would excite them on a summer program, and although I am sure that if we could it would entice a lot of them to come back, I am not sure that this is a practical suggestion.

c. Several of the Consultants pointed out that the kinds of people in whom we were interested were loath to meet with a recruiter. They said that really the only Government recruiters who came to their campuses that students went to hear were men from the Department of State and that the students did not regard them as recruiters; they were looked upon as representatives from the Department of State or representatives of the Foreign Service. There may be something in this. This led to a further discussion on the desirability of having the Director, Mr. Kirkpatrick, and other senior people visit Universities as Agency representatives, making speeches, etc. While we explained to them that we were being told to cut down on this type of activity these days, nevertheless I am sure there is something that can be done in this field to improve our recruiting effort. There was one other suggestion, ^{1,2} that our representatives or recruiters might be given money to host a lunch; it might be possible to get these college boys to come to a free lunch, even though they ^{may} ~~were~~ ^{be} not particularly interested in what ^{was} ~~was going to~~ be said there; this might also be given some consideration.

d. It was almost the unanimous consensus of the group that we were missing a bet in not having some of our effort directed at the smaller four-year colleges. It does seem to me, too, that we are concentrating on the larger colleges; of course, our recruiting staff is spread pretty thin as it is, but I am satisfied that this entire area should be looked at more carefully.

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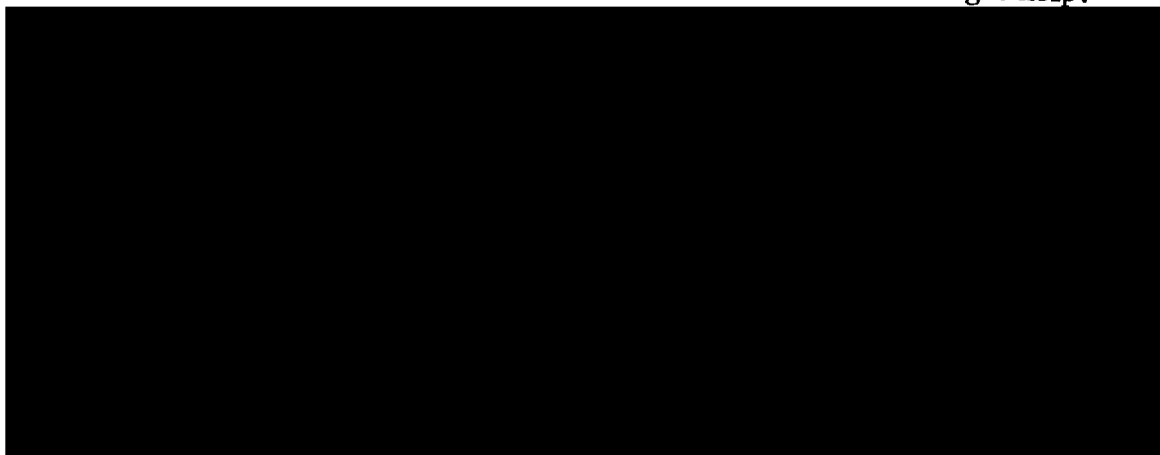
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e. There still seemed to be some confusion among these Consultants as to how openly they could identify themselves with the Agency. They asked a specific question as to whether they could be listed in the College Directory as a Consultant to CIA. Emmett undertook to get an official answer and communicate it to them without delay; however, I see absolutely no reason why this shouldn't be done.

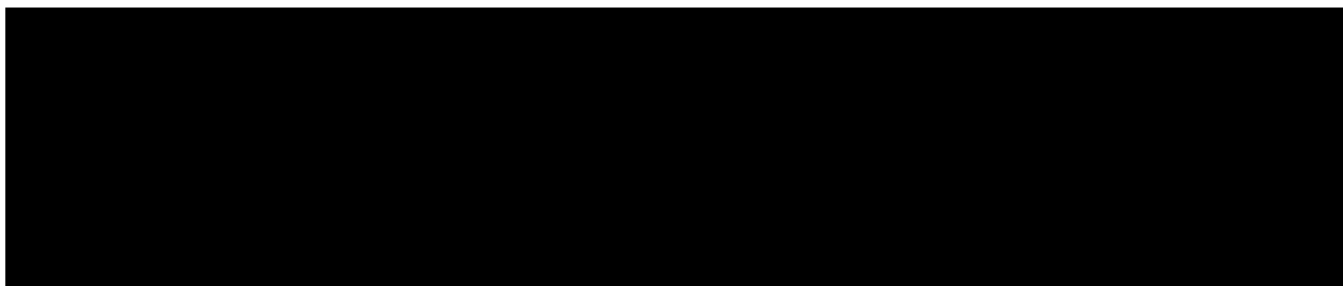
f. The thought occurred to me, although I didn't have the courage to mention it at this meeting, that we might give a bonus of say \$50 or \$100 to a Consultant for each recruit he brings into the Agency, that is, each JOT. I had this idea because repeatedly they referred to the many other things that they had to do; I also got the definite impression that they didn't have very much time to spend on our program and that if there were something we could do to give them a little more incentive it might help.

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h. Emmett had someone make detailed notes of the entire Consultants' Seminar lasting two days; I would like to review this whole recruitment effort with him sometime in the very near future. S

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